



# NEWS RELEASE

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## INS Announces \$2,000 Bonus for New Border Patrol Agents

WASHINGTON – The Immigration and Naturalization Service (INS) today announced that the agency will be awarding recruitment bonuses to newly-hired Border Patrol agents. The initiative is designed to attract new Border Patrol recruits in a tight labor market.

“We established this hiring bonus to give INS a competitive edge in attracting high quality applicants in this strong economy. It is part of an aggressive, proactive hiring and recruiting strategy that includes creative advertising, expanded outreach and intensified local recruiting,” INS Commissioner Doris Meissner said.

The \$2,000 bonuses will be awarded to newly hired Border Patrol agents who begin duty between January 10, 2000 and September 30, 2000. New agents will receive the bonuses shortly after they begin work with the Border Patrol.

“Meeting the Border Patrol hiring objective is one of my highest enforcement priorities, and it is shared by the Attorney General,” Meissner added.

From FY 1996 through FY 1998, INS met or exceeded its hiring goals. In FY 1999, however, a strong economy that afforded applicants multiple job opportunities caused INS to fall short of its goal. The military and local law enforcement also experienced similar difficulties in meeting hiring goals last year.

This year, INS will make up the FY 1999 shortfall of 600 new agents and also hire as many agents as possible to fill the new positions provided by Congress in FY 2000. To meet these goals, INS has further intensified its hiring and recruiting efforts.

Border Patrol agent recruiters will attend hundreds of events across the country at colleges, universities, military bases, local job fairs and conferences. Efforts by local sectors are being supplemented by more than 200 nationally organized recruiting events.

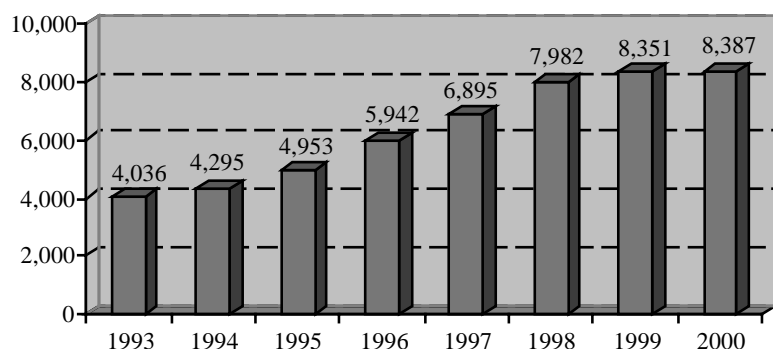
New, creative approaches taken to improve hiring include reaching potential Border Patrol candidates through advertising in movie theaters and on the Internet.

INS is also actively downloading résumés from the Internet and contacting those interested in law enforcement careers. INS also plans to expand the use of its new testing concept—compressed testing—that allows applicants to take the test and receive their results

immediately upon completion of the exam. (In FY 1999, INS implemented compressed testing in San Diego, El Paso, Harlingen, Tucson, San Antonio and New York City.)

These intensified recruiting and hiring initiatives are already showing results. The number of Border Patrol applicants who have passed the initial screening has increased by 23 percent in the first quarter of FY 2000 compared to the same period in FY 1999.

**Border Patrol Agents On-Board\***  
(including aircraft pilots)



\* The FY 2000 number reflects new agents hired as of 12/31/99.

In the first quarter of FY 2000, INS hired 240 new agents. With promotions of Border Patrol agents to other INS positions, retirements and resignations, the net gain to the Border Patrol is 36 agents. These numbers will be bolstered by 50 agents who began their training on January 13 and 50 more scheduled for January 27. The bulk of Border Patrol hiring typically takes place in the third and fourth quarters of the fiscal year.

To qualify for the Border Patrol, applicants must:

- Hold a valid driver's license;
- Be under 37 years old;
- Have a year of experience—demonstrating decisiveness under stress, analytical ability and good interpersonal skills—or a bachelor's degree; and
- Pass a written test and an oral interview.

An applicant who qualifies must then pass a background investigation, a drug test and a medical exam and complete five months of rigorous training (including Spanish language classes) at the Border Patrol Academy.

### For More Information:

Call 1-800-238-1945 or log on to the Border Patrol Website at [www.usborderpatrol.gov](http://www.usborderpatrol.gov).

**How to Apply:**

Call 1-888-300-5500 ext. 9980, or apply on-line at [www.usajobs.opm.gov](http://www.usajobs.opm.gov).

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